

## General Response to Work Group Input

- What reactions do you have to the data presented regarding faculty/staff recruitment and retention issues?
- What do you perceive to be the most important workforce (faculty and staff) issues facing NC State in the next five years?
- What additional information about current employment at NC State would be helpful to define key areas for concern or improvement?

## Topic 1: Opportunities and challenges: recruitment, retention and retirement

- Based on your experiences at the departmental level, what workforce-related issues (faculty and staff) need to be addressed now and in future planning (e.g. strategic functions, retirement, salary compression, attracting and retaining high talent, etc.)? Why are these of concern?
- What is a desirable proportion of tenure/tenure track faculty age cohorts? How many in their 30s, 40s, 50, etc.? Provide rationale for your proposed distribution.
- What ratio of tenure-track and non-tenure-track faculty should NC State aim for in its long-range planning, and why? Should that ratio be different in your own department than across the entire institution?
- What strategies (resources, policies, programs, ...) can be employed to help address the challenges you have identified?

## Topic 2: Demographic changes and Diversity

- Based on your experiences at the departmental level, what “diversity of the workforce” (faculty and staff) related issues need to be addressed now and in future planning (e.g. minority representation, gender balance, age/generation, etc.)? Why are these of concern?
- What challenges with respect to worldwide demographic shifts in age and ethnicity/race are unique to your department/discipline? And what challenges confront the University in general?
- Describe programs, initiatives etc. that you have found to be most effective for enhancing appropriate demographic/diversity balance.
- What resources, policies, programs, ... are needed to help address the challenges you have identified?

### Topic 3: Preparing the next generation of leaders

- What are key areas of leadership (e.g. undergraduate program coordinators, director of graduate programs, department heads, deans, etc.) are necessary for University sustainability and growth?
- How does/should your department/the campus plan for leadership succession? How can key employees with critical competencies be identified and developed as future leaders?
- What are the important characteristics of the next generation of university leaders? How can your department/the University develop leaders with these characteristics?
- What resources, policies, programs, ... are needed to help address the challenges you have identified?